

**PAY DIFFERENTIAL 287**  
**PERFORMANCE RECOGNITION PAY DIFFERENTIALS**

Established: 01/13/04

Amended: 01/13/04, 07/01/04

CLASS TITLE	CLASS CODE	CB/ID	RATE	CRITERIA	EARNINGS ID	DEPARTMENT
Chief Actuary	5407	M01	0 – 30% of Annual Base Pay	1	9M	CalPERS
General Counsel, CalPERS (Career Executive Assignment)	7500			2		
Chief Investment Officer, Public Employees’ Retirement System	4692		0 – 75% of Annual Base Pay	1		
Investment Manager, Public Employees’ Retirement System (Asset Allocation/Risk Management)	4668					
Portfolio Manager, Public Employee’s Retirement System (Alternative Investments)	4657					
Portfolio Manager, Public Employee’s Retirement System (Fixed Income)	4670					
Portfolio Manager, Public Employee’s Retirement System (Global Equities)	4677					
Portfolio Manager, Public Employee’s Retirement System (Real Estate)	4684					
Senior Investment Officer, Public Employee’s Retirement System (Alternative Investments)	4664					
Senior Investment Officer, Public Employee’s Retirement System (Asset Allocation/Risk Management)	4669					

**SECTION 14:****PAY DIFFERENTIALS**

<b>CLASS TITLE</b>	<b>CLASS CODE</b>	<b>CB/ID</b>	<b>RATE</b>	<b>CRITERIA</b>	<b>EARNINGS ID</b>	<b>DEPARTMENT</b>
Senior Investment Officer, Public Employee's Retirement System (Fixed Income)	4676	M01	0 – 75% of Annual Base Pay	1	9M	CalPERS
Senior Investment Officer, Public Employee's Retirement System (Global Equities)	4681					
Senior Investment Officer, Public Employee's Retirement System (Real Estate)	4691					
Senior Portfolio Manager, Public Employee's Retirement System (Alternative Investments)	4659					
Senior Portfolio Manager, Public Employee's Retirement System (Fixed Income)	4674					
Senior Portfolio Manager, Public Employee's Retirement System (Global Equities)	4679					
Senior Portfolio Manager, Public Employee's Retirement System (Real Estate)	4688					

<b>CRITERIA</b>	
1	Employees in positions designated in Government Code Section 20098 who have been evaluated in accordance with the Board of Administration's Compensation Policies and Procedures for Chief Executive Officer, Chief Actuary, Chief Investment Officer, and Investment Management positions. An employee shall receive performance recognition pay only once in a fiscal year, based on performance during the preceding fiscal year.
2	The General Counsel of the California Public Employees' Retirement System (CalPERS), who has been evaluated in accordance with the Career Executive Compensation Plan as adopted by CalPERS Board of Administration. The General Counsel shall receive performance recognition pay only once in a fiscal year, based on performance during the preceding fiscal year.

**SECTION 14:****PAY DIFFERENTIALS**

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<b>IF APPLICABLE, SHOULD PAY DIFFERENTIAL BE:</b>	
PRO RATED	No
SUBJECT TO QUALIFYING PAY PERIOD	No
ALL TIME BASES AND TENURE ELIGIBLE	No
SUBJECT TO PERS DEDUCTION	No

<b>INCLUSION IN RATE TO CALCULATE THE FOLLOWING BENEFIT PAY</b>	
OVERTIME	No
IDL	No
EIDL	N/A
NDI	N/A
LUMP SUM VACATION	No
LUMP SUM SICK	No
LUMP SUM EXTRA	No